



MODERN SLAVERY STATEMENT 2021

Milliken™



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This statement is made by Milliken Industrials Limited ("Milliken") and sets out the steps Milliken has taken to prevent slavery and human trafficking in our business and supply chain. It is a statement made in accordance with Section 54 of the Modern Slavery Act 2015 and covers the financial year ending 29 November 2020.

Milliken has a strong foundation of ethics. It is a long-held, core value of our company and our shareholders. We have been awarded the World's Most Ethical Companies award by Ethisphere® for 15 consecutive years and are one of only 6 companies to be recognised every year since the award's inception. We demonstrate our long-held commitment to ethics through our annual Associate commitment to the Code of Conduct, and through carrying out our business in accordance with the fundamental rights and freedoms protected by the Universal Declaration of Human Rights, of which Article 4 prohibits slavery and servitude.

Unfortunately, slavery, human trafficking, servitude and forced labour ("Modern Slavery") continue to be a challenge for governments and business. Modern Slavery is unacceptable in our businesses and in our supply chains and Milliken considers it a moral responsibility to assist in helping to eradicate Modern Slavery.

The COVID-19 pandemic has presented a number of challenges to our business. However, this has not reduced our commitment in this area. We believe that we have adapted and made progress in the past 12 months and will continue to do so. Ensuring that Modern Slavery is not taking place in our business or our supply chain is a key objective for our organisation.

Organisational Structure and Supply Chains

Milliken Industrials Limited's main activity is the manufacture and sale of carpet tiles, luxury vinyl tiles, protective flooring products and airbag fabric for the automotive sector. It is part of the Milliken & Company group, a diversified industrial manufacturer, which employs more than 7,000 associates globally and whose head office is in Spartanburg, South Carolina, USA.

Our Policies on Slavery and Human Trafficking

Milliken recognises the need to be aware of its organisational and supply chain Modern Slavery risks. The right to be free from slavery and servitude is a fundamental human right.

Therefore, we continue to take the following steps:

Our Anti-Slavery and Human Trafficking Policy outlines our zero-tolerance approach to Modern Slavery of any kind. The policy applies to all employees at all levels and also to third party consultants and business partners and requires everyone to accept responsibility for the prevention, detection and reporting of Modern Slavery in any part of our business or supply chains.

Our Supplier Code of Conduct was updated in May 2019. It clearly states Milliken's position that we do not tolerate our suppliers using child, forced or involuntary labour of any type. We also require our suppliers to treat all employees with respect and dignity while fostering a culture of integrity, fairness and personal accountability. Working hours and wages and benefits must, at a minimum, comply with all applicable laws and regulations. We expect all our suppliers to uphold the ethical business principles of our Supplier Code of Conduct and the highest, applicable international standards.

Our internal Milliken Associate Code of Conduct sets guidelines to which company associates must adhere to in order to meet expectations regarding honesty, integrity and responsible business behaviour.

Due Diligence Processes

We have adopted a policy that due diligence activities are required across our supply chains to combat slavery. We follow a risk-based approach and believe that there is a greater risk in the upstream supply chain with our suppliers. However, this does not mean the downstream supply chain is risk free. In terms of upstream supply chain, the greatest risk lies with our raw material suppliers and we use the Corruption Perception Index to identify those located in countries with high corruption.

As a result, we continue to send questionnaires to key suppliers and also conduct audits of these suppliers. In previous years, we have conducted on-site audits, however, these are currently being carried out remotely due to COVID-19 restrictions. The results of these are reviewed and stored in a dedicated Modern Slavery SharePoint site. Any concerns or red flags are escalated to the Senior Management.

It is also a requirement that our suppliers confirm they have read and will comply with our Supplier Code of Conduct and we question new key suppliers on their approach to Modern Slavery.

Awareness of Modern Slavery and Human Trafficking

At Milliken, we have a dedicated Modern Slavery committee group which meets once a quarter to discuss various issues relating to Modern Slavery. This has continued throughout the pandemic meeting virtually, covering topics such as:

- Supplier Audits
- Best practice generally with regard to ensuring no Modern Slavery in our supply chain
- Possible legislative updates
- Future training and awareness
- Modern Slavery prosecutions

Our dedicated SharePoint site stores visit reports, questionnaires, meeting minutes and training materials. We have rolled out a Modern Slavery awareness video as part of our E-Learning courses. The video pointed out what signs to look for and what action to take if forced labour was suspected. All associates are required to undertake such training, tailored to their role, on a yearly basis. We have a 100% completion rate on these courses by relevant associates.

Ethical Labour Sourcing Standard (BS 6002)

We hold the Ethical Labour Sourcing Standard – BES 6002 accreditation for our Beech Hill Site in Wigan, UK. We are proud to have received this accreditation and it demonstrates to our customers, partners and other stakeholders Milliken's commitment to eliminating any possibility of trafficking or Modern Slavery in our supply chain. BRE Global provides a framework for BES 6002 so we can examine and assess our practices. BRE Global and Milliken are still working together to set agreed objectives that demonstrate continuous improvement. More information on the Ethical Labour Sourcing Standard can be found here <https://www.greenbooklive.com/search/scheme.jsp?id=325>

Ethical Trading Initiative Base Code

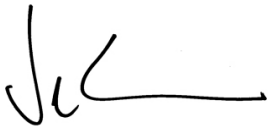
Milliken's European protective flooring business based in Middleton signed up in 2013 to support the Ethical Trading Initiative Base Code ("ETI Base Code"). The ETI Base Code is founded on the conventions of the International Labour Organisation, including that employment is freely chosen, child labour shall not be used, living wages are paid and working hours are not excessive. This Middleton site is audited on an annual basis by an independent auditor.

Further steps

We continue to be committed to conducting business responsibly. We regularly review the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains, and we intend to take the following further steps to combat slavery and human trafficking:

- We have created a Global Human Rights Taskforce with involvement from key stakeholders in our global businesses to ensure that we are following best practice across our businesses globally
- Continuing supplier audits remotely due to COVID-19 restrictions
- Continuing to monitor and review the results of Supplier audits
- Continuing to work on agreed objectives with BRE Global to ensure improvement in relation to the Ethical Labour Sourcing Standard accreditation
- As a result of the Committee meetings, we implemented Video and other training that was rolled out to our associates
- Ongoing review of the effectiveness of our Anti-Slavery and Trafficking Policy and the Supplier Code of Conduct and updating when necessary
- Continuing with our supplier risk profiling programme
- Engaging with third party experts on Modern Slavery matters to ensure that we continue to follow best practice

Signed for and on behalf of Milliken Industrials Limited:



Jeremy Graham
Director

Date: May 2021



Martin Haworth
Director and Company Secretary

Date: May 2021